

Salaries and Benefits

Firm name	1st Year Salary	2nd year salary	Sponsorship/ awards	Other Benefits	Qualification Salary
Addleshaw Goddard	£35,000 (London) £24,500 (Manch/Leeds)	£36,000 (London) £24,750 (Manch/Leeds)	GDL & LPC: fees + £7,000 (London) or £4,500 (elsewhere)	Corporate gym m'ship, STL, subsd restaurant, pension, pte healthcare	£58,000 (London) £36,500 (Manch/Leeds)
Allen & Overy	£38,000	£42,200	LPC: fees + £7,000 GDL: fees + £6,000 (London), £5,000 (elsewhere)	Pte healthcare, PMI, STL, subsd restaurant, in-house medical facilities, music rooms and gym	£60,000
Anthony Collins	£20,000	£22,000	Not known	Not known	£34,500
Ashurst	£37,000	£41,000	GDL & LPC: fees + £7,500, £500 for first-class degree or LPC distinction, language bursaries	PHI, pension, life ass, STL, gym m'ship	£60,000
Baker & McKenzie	£37,500 + £3,000 'joining bonus'	£40,000	GDL & LPC: fees + maintenance	PHI, life ins, PMI, pension, subsd gym m'ship, STL, subsd restaurant	£59,000
Barlow Lyde & Gilbert	£34,000	£36,000	GDL & LPC: fees + maintenance	Not known	£56,000
Beachcroft	£34,000 (London) £26,000 (Regions)	£37,000 (London) £29,000 (Regions)	GDL & LPC: fees + £5,000	Flexible scheme inc holiday, pension, pte healthcare, EAP	Not known
Beale & Co	£28,000 (London) £23,800 (Regions)	£30,000 (London) £25,500 (Regions)	Not known	STL, discretionary bonus	Competitive
Berwin Leighton Paisner	£37,000	£40,000	GDL & LPC: fees + £7,200	Not known	£58,000
Bevan Brittan	Not known	Not known	GDL & LPC: fees + bursary	Not known	Not known
Bingham McCutchen	£40,000	£45,000	GDL & LPC: fees + £8,000	PHI, travel ins, disability ins, STL, life ass, subsd gym	£100,000
Bircham Dyson Bell	£30,000	£31,000	Not known	Pte healthcare, life ass, STL, PHI, pension, subsd gym	£49,000
Bird & Bird	£35,000	£37,000	GDL & LPC: fees + £5,500	BUPA, STL, subsd sports club m'ship, life cover, PHI, pension, childcare and eyecare vouchers	£55,000
Bond Pearce	£24,000	£25,000	GDL & LPC: fees + £6,000	PHI, BUPA, life ass	Not known
Boodle Hatfield	£32,000	£34,500	GDL & LPC: fees + maintenance	Pte healthcare, life ass, STL, pension, PHI, PMI, conveyancing grant	£48,000
BP Collins	£22,000	£23,000	Not known	Not known	Not known
Bristows	£33,000	£36,000	GDL & LPC: fees + £7,000	Pension, life ass & health ins	£52,500
Browne Jacobson	£24,000	£25,000	GDL & LPC: fees + £5,000	Life ass, PMI, pension	Market rate

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Burges Salmon	£30,000	£31,000	GDL & LPC: fees + £7,000	Bonus, pension, pte healthcare, mobile phone, gym m'ship, Xmas gift, life ass	£40,000
Capsticks	£29,000	£30,000	GDL & LPC: financial support	Bonus, pension, PHI, PMI, death-in-service-cover, STL, childcare vouchers	£46,000
Charles Russell	£31,500	£32,500	GDL & LPC: fees + £6,000 (London) £4,500 (Guildford & Cambridge) £3,500 (Cheltenham)	BUPA, PHI, life ass, pension, STL	£55,000
Clarke Willmott	£24,000	£25,500	GDL & LPC: fees	Life ass, pension, gym m'ship, bonus, STL, eyecare & childcare vouchers	£35,000-£37,500 (dependant on location)
Cleary Gottlieb Steen & Hamilton	£40,000	£45,000	GDL & LPC: fees + £8,000	Pension, PHI, disability ins, gym m'ship, BUPA, life ins, childcare vouchers, EAP subsd restaurant	£92,000
Clifford Chance	£37,400	£42,200	GDL & LPC: fees + maintenance	Subsd restaurant, fitness centre, pension, up to 6 weeks' leave on qual	£59,000
Clyde & Co	£35,000	£38,000	GDL & LPC: fees + £7,000 (Lon/Guild) £6,000 (elsewhere)	Interest-free loan on joining, pension, life ass, PMI, subsd gym m'ship, STL	£59,000
CMS Cameron McKenna	£37,500	£41,500	GDL & LPC: fees + up to £7,500	Bonus, gym m'ship, life ass, pension, pte healthcare, STL, care line, subs'd rest, buy-holiday scheme	£59,000
Cobbetts	£23,000	£25,000	GDL & LPC: fees + £5,000 during LPC year	BUPA, gym m'ship, pension, STL, death-in-service cover, counselling	£30,000
Coffin Mew	Competitive	Competitive	LPC: discussed with candidates	Not known	Competitive
Collyer Bristow	£27,500	£31,000	LPC: fees + £4,000	Pension, PMI, life ass, STL	Not known
Covington & Burling	£40,000	£44,000	GDL & LPC: fees + £8,000	Pension, PHI, pte healthcare, life ass, STL	Not known
Cripps Harries Hall	£21,500	£23,500	LPC fees: 50% interest-free loan, 50% bursary	Not known	£37,000
Davenport Lyons	£33,000-£33,666	£34,332-£35,000	No	Pension, STL, client intro bonus, subsd gym m'ship, discretionary bonus, life ass	Not known

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Davies Arnold Cooper	£31,000	Not known	GDL & LPC fees + maintenance	PMI, STL	Not known
Dechert	£38,000	£43,000	LPC: fees + £10,000	Not known	£65,000-£73,000
Denton Wilde Sapte	£35,000	£37,000	GDL & LPC: fees + £6,000 (£7,000 in London)	Flexible benefit scheme, STL	£58,000
Dewey & LeBoeuf	£40,000	£45,000	GDL & LPC: fees + £8,500 per year	PMI, PHI, life ass, EAP, private GP service, STL, childcare vouchers, subs'd gym, worldwide travel insurance	£70,000
Dickinson Dees	£19,500	£20,500	GDL & LPC: fees + maintenance	Not known	Not known
DLA Piper	£36,000 (London) £25,000 (other English)	£38,000 (London) £27,000 (other English)	GDL & LPC: fees + up to £7,000	Not known	£58,000 (London) £37,500 (other English)
Dundas & Wilson	£30,000 (London)	£33,500 (London)	GDL & LPC: fees + maintenance	Life ass, PHI, pension, STL, holiday-purchase scheme	Not known
DWF	£24,500	Not known	LPC: fees	Not known	Not known
Edwards Angell Palmer & Dodge	£36,000	£39,000	GDL & LPC: fees + £6,500 (£7,000 in London)	BUPA, STL, subs'd gym, bonus, pension, life ass	£56,000
Eversheds	£35,000 (London) £24,500 (regions)	£37,000 (London)	GDL & LPC: fees + maintenance	Regional variations	£57,000 (London)
Farrer & Co	£32,000	£34,500	GDL: fees + £6,000 & LPC: fees + £6,000	Health & life ins, subsd gym m'ship, STL	£48,000
Finers Stephens Innocent	£30,000	£32,000	GDL & LPC: fees	Pension, PMI, life ins, long-term disability ins, STL, EAP	£47,000
Fladgate	£30,000	Not known	Not known	Pension, PHI, Life ass, STL, gym loan, bonus, PMI	£50,000
Foot Anstey	£19,500	£21,000	LPC: £9,600	Pension	£32,000-£36,000
Forbes	At least Law Soc min	£19,500	Not known	Not known	Highly competitive
Freeth Cartwright	£22,000	Not known	Not known	Not known	Not known
Freshfields Bruckhaus Deringer	£39,000	£44,000	GDL: fees + £6,250 LPC: fees + £6,000 (for BPP accelerated LPC)	Life ass, PHI, pension, interest-free loan, STL, PMI, subsd gym	£59,000
Government Legal Service	£22,900 - £25,200 (London)	£24,250-£27,350	BVC & LPC: fees + £5,000-£7,000 GDL: possibly	Pension, subsd canteen	£32,000-£40,000
Halliwells	£24,000 £32,500 (London)	£25,000 £33,500 (London)	GDL & LPC: fees + £6,500	STL, subsd gym m'ship, life ass	£39,000 £62,000 (London)

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Hammonds	£32,000 (London) £22,000 (other)	£35,000 (London) £25,000 (other)	GDL: fees + £4,500 (£6,000 London) LPC: fees + £5,000 (£7,000 London)	Pension, life ass, subsd gym m'ship, STL	£55,000 (London) £34,000 (other)
Harbottle & Lewis	£28,000	£29,000	LPC: fees + interest-free loan	Lunch, STL	£45,000
HBJ Gateley Wareing	£20,000-£22,000	£22,000-£24,000	LPC: fees + £5,000 GDL: fees	Not known	£32,000
Henmans	£22,000	£24,000	Not known	BUPA, Pension, EAP, subs'd cafe, free parking, corp massage	£34,000
Herbert Smith	£37,500	£42,500	GDL & LPC: fees + up to £7,000	Bonus, PHI, PMI, STL, life ass, subsd gym m'ship accident ins, interest-free loan, pension	£60,000
Hewitsons	£23,500	£25,000	None	Not known	£35,000
Higgs & Sons	£21,500	£24,000	Professional Skills Course	PMI, life ass, pension	£32,000
Hill Dickinson	£24,000 (north) £32,000 (London)	£26,000 (north) £34,000 (London)	LPC fees	Not known	Not known
Holman Fenwick Willan	£32,000	£34,000	LPC: fees + £7,000 GDL: fees + £6,000	PMI, PHI, accident ins, subsd gym m'ship, STL	£58,000
Howes Percival	£24,500	£26,500	GDL & LPC: funding + maintenance grant	Pension, PHI	Not known
Ince & Co	£36,000	£39,000	GDL & LPC: fees + £6,000 (London and Guildford), £5,500 (elsewhere)	STL, corporate health cover, PHI, pension, subs'd gym m'ship	£58,000
Irwin Mitchell	£22,450 (outside London)	£24,650 (outside London)	GDL & LPC: fees + £4,500	Healthcare, pension, subsd gym m'ship	Not known
Jones Day	£39,000-£41,000	£45,000-£50,000	GDL & LPC: fees + £8,000	Pte healthcare, sports club m'ship, group life cover, STL	£70,000
K&L Gates	£35,000	£38,000	GDL: fees + £5,000 LPC: fees + £7,000	STL, subs'd gym m'ship, PHI, life ass, bonus, pension	£56,000
Kirkland & Ellis	£40,000	£43,000	GDL & LPC: fees + £7,500	PMI, travel ins, life ass, pension, EAP, gym m'ship	Not known
Latham & Watkins	£41,000	£44,000	GDL & LPC: fees + £8,000	Healthcare & dental scheme, pension, life ass	£96,970
Lawrence Graham (LG)	£32,000	£36,000	GDL & LPC: fees + £6,500 (London) £6,000 (elsewhere)	STL, life ass	£55,000
Laytons	Market rate	Market rate	GDL & LPC: funding considered	Not known	Market rate
Lester Aldridge	£17,250-£17,750	£18,250-£18,750	LPC: funding available	Life ass, pension, flexible benefits, STL	£33,000 - £34,000

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Lewis Silkin	£32,000	£34,000	GDL: fees LPC: fees + £5,000	Life ass, critical illness cover, health ins, STL, pension, substd gym m'ship, bonus	£50,000
Linklaters	£37,400	Not known	GDL & LPC: fees + maintenance	Bonus, life ass, PMI, PHI, pension, gym/health club m'ship, travel ins, STL, and others	£61,500 + bonus
Lovells	£37,000	£42,000	GDL & LPC: fees + maintenance grant	PMI, life ass, PHI, STL, in-house gym, staff rest, in-house dentist, doctor & physio, local retail discounts	£59,000
Macfarlanes	£37,000	£41,500	GDL & LPC: fees + £7,000, prizes for LPC distinction or commendation	Pension, life ass, health, STL, gym sub	£59,000
Maclay Murray & Spens	£32,000 (London)	Not known	Not known	Pension, death-in-service benefit, conveyancing, medical & dental plans, income protection insurance	Not known
Manches	£30,000 (London)	£33,000 (London)	GDL & LPC: fees + £5,000	STL, PHI, pension, BUPA, life ass	£50,000 (London)
Martineau	c.£21,000	c.£22,500	Not known	Not known	£40,000
Maxwell Winward	£29,000	£31,500	GDL & LPC: contribution	STL, PHI	£48,000
Mayer Brown	£37,500	£42,300	GDL & LPC: + £7,000	STL, sports club m'ship, pte healthcare	Not known
McDermott, Will & Emery	£39,000	£43,000	GDL & LPC: fees + maintenance	PMI, dental ins, life ass, EAP, PHI, STL, substd gym m'ship	£75,000
McGrigors	£32,000 (London)	£37,000 (London)	GDL & LPC: fees + £6,000	PMI, STL, life ass, pension, income protection	£56,000 (London)
Memery Crystal	£26,500	£29,500	GDL & LPC: fees	Life ass, health, STL, gym sub	£54,000
Michelmores	£20,000	£21,000	LPC: fees + prizes for first-class degrees and LPC distinction	Pte healthcare, PHI, subs'd restaurant, subs'd gym, free pkg	£33,000
Mills & Reeve	£23,000	£24,000	GDL & LPC: fees + maintenance	Life ass, pension, bonus, substd gym & restaurant, STL, PMI	Not known
Mishcon de Reya	£32,000	Not known	GDL & LPC: fees + maintenance	PMI, travel ins, substd gym m'ship, STL, life ass, pension, doctor, EAP, income protection	Not known
Muckle	£20,000	Not known	LPC: fees + maintenance	Pension, PHI, Life ass	£30,000 to £37,000

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Mundays	Not known	Not known	LPC: £7,500 contribution + maintenance of £4,000 paid at month 2 and 7 of LPC	Pension, Private healthcare scheme, death in service scheme, childcare vouchers	Not known
Nabarro	£37,000 (London) £25,000 (Sheffield)	£40,000 (London) £28,000 (Sheffield)	GDL: fees + £6,000 (London) or £5,000 (elsewhere) LPC: fees + £7,000 (London) or £6,000 (elsewhere)	PMI, pension, STL, subsd restaurant, subsd gym m'ship	£57,000 (London) £38,000 (Sheffield)
Norton Rose	£35,700	£40,200	GDL & LPC: funded	Life ass, pte health ins, STL, subsd gym m'ship	Not known
Olswang	£35,000	£39,000	GDL & LPC: fees + £7,000 (London) or £6,500 (elsewhere)	Pension, PMI, life cover, dental scheme, STL, subsd gym m'ship and staff restaurant, PHI	£58,000
O'Melveny & Myers	£39,000	£42,500	GDL & LPC: fees + £7,000	Pension, travel ins, PMI, subs'd gym m'ship, PHI, death in service benefit	Market Rate
Osborne Clarke	Competitive	Competitive	GDL & LPC: fees + maintenance	Pension PMI, STL, PHI, life ass, bonus, subs'd gym m'ship	Competitive
Pannone	£23,000	£23,000	Half grant for LPC fees at COL, Manchester	Not known	£34,000
Paul Hastings	£40,000	£45,000	Funding available	Ptd healthcare, life ass, pension, STL subs'd of gym m'ship	£80,000
Penningtons Solicitors	£30,000 (London)	£32,000 (London)	LPC: fees + £5,000	Pension, life ass, PMI, STL, critical illness cover	£47,000 (London)
Pinsent Masons	£36,000 (London)	£39,000 (London)	GDL & LPC: fees + maintenance	Not known	£63,000 (London)
PricewaterhouseCoopers Legal	£30,000	£35,000	GDL & LPC: fees + maintenance	Not known	Not known
Pritchard Englefield	£22,250	Not known	LPC: fees	Subsd training, luncheon vouchers, PMI, STL	Market rate
Reed Smith	£37,000 (London)	£40,000 (London)	GDL: fees + £6,000 LPC: fees + £7,000	PMI, STL, life ass, pension, bonus, staff conveyancing, subs'd restaurant	£57,000 + bonus (London)
Reynolds Porter Chamberlain	£37,000	£40,000	GDL & LPC: fees + £6,500	Flexible package	£58,000
Shadbolt & Co	£31,000	£35,000	LPC: fee refund when TC starts	Private healthcare, PHI, life ass, paid study leave, STL, bonus, prof m'ships + subs	£52,000

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Shearman & Sterling	£39,000	£39,000	GDL & LPC: fees + £7,000	Not known	£73,000
Shoosmiths	Under review	Under review	GDL & LPC: fees + maintenance	Life ass, pension, staff discounts, Christmas bonus, flexible holidays scheme	Under review
Sidley Austin	£39,000	£43,000	GDL & LPC: fees + £7,000	PMI, life ass, subs'd gym m'ship, STL, income protection, pension, substd restaurant	Not known
Simmons & Simmons	£36,000	£40,000	GDL & LPC: fees + up to £7,500	Not known	£59,000
SJ Berwin	£37,500	£41,500	Not known	Pte healthcare, substd gym m'ship, life ass, pension, STL, free lunch	£59,000
Skadden	£40,000	£43,000	GDL & LPC: fees + £8,000	Life ass, PMI, PHI, travel ins, substd gym m'ship and resturant, technology allowance, EAP	Not known
Slaughter and May	£38,000	£43,000	GDL & LPC: fees + maintenance	BUPA, STL, pension, substd health club m'ship, 24-hour accident cover	£61,000
Speechly Bircham	£32,000-£33,000	£34,000-£35,000	GDL & LPC: fees + maintenance	Not known	£50,000
Stephenson Harwood	£35,000	£40,000	GDL & LPC: fees + maintenance	PMI, BUPA, STL, gym sub	£58,000
Stevens & Bolton	£25,500	£27,500	GDL & LPC: fees + £4,000	PMI, life ass, pension, STL, PHI	Not known
Taylor Wessing	£31,500	£35,000	GDL & LPC: fees + £6,000 (for BPP London)	PMI, PHI, STL, substd staff restaurant, pension, life ass, EAP	£55,000
Thomas Cooper	£30,000	£33,660	LPC: fees	Health, life ass, pension, STL, gym sub	Not known
Thomas Eggar	Not known	Not known	LPC: 50% grant, 50% loan	Not known	Not known
Thomson Snell & Passmore	Competitive	Competitive	LPC: grant + interest-free loan	Not known	Not known
Thring Townsend Lee & Pembertons	£23,000	£25,000	Not known	PMI, pte healthcare, life ass, substd restaurant, prof m'ships & subs	£35,000
TLT Solicitors	Not known	Not known	GDL & LPC: fees + maintenance	Flexible package	Not known
Travers Smith	£36,000	£40,000	GDL & LPC: fees + £7,000 (London) or £6,500 (elsewhere)	PHI, PMI, life ass, STL, substd bistro, health club m'ship	£58,000

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Trethowans	Not known	Not known	LPC: fees	Pension, death-in-service cover, PHI, bonus, car parking and others	Market rate
Trowers & Hamlins	£35,000	£38,000	GDL & LPC: fees + £6,000	Not known	£55,000
Veale Wasbrough	£23,000	£25,000	GDL & LPC: funding	Not known	£35,000
Vinson & Elkins	£40,000	£42,000	LPC: fees + £7,500	Pension, STL, life ass, priv med & dental	£75,000
Walker Morris	£24,000	£26,000	GDL & LPC: fees + £5,000	Not known	£38,000
Ward Hadaway	£20,000	£20,500	GDL & LPC: fees + maintenance	Death-in-service cover, pension, flexible holiday scheme	£35,000
Warner Goodman	Not known	Not known	See website	Not known	Market rate
Watson, Farley & Williams	£35,000	£40,000	GDL & LPC: fees + £6,500 (London) or £5,500 (elsewhere)	Life ass, PHI, STL, pension, subsd gym m'ship, EAP	Competitive
Wedlake Bell	£29,000	£31,000	LPC: fees + £4,000	Pension, STL, subsd gym m'ship, life ass, PHI	Not known
Weil, Gotshal & Manges	£41,000	Not known	Not known	Not known	Not known
White & Case	£41,000-£42,000	£43,000-£44,000	GDL & LPC: fees + £7,500. Prize for LPC commendation or distinction	PMI, dental ins, life ass, pension, critical illness cover, travel ins, gym m'ship, retail vouchers, STL, green bikes	£72,000
Wiggin	£26,500	£31,500	GDL & LPC: fees + £3,500	Life ass, pte health cover, pension, PHI, subsd gym m'ship	£50,000
Wilson Solicitors	Market rate	Market rate	LPC: interest-free loan up to £4,500	Pension, life ass, PMI	Not known
Winckworth Sherwood	£27,000	£31,000	GDL & LPC: financial assistance under certain conditions	PHI, STL, life ass, PMI	Not known
Withers	£33,000	£35,000	GDL & LPC: fees + £5,000	Not known	£53,000
Wragge & Co	£25,750 (Birmingham)	£28,750 (Birmingham)	GDL & LPC: funding	Not known	£36,500 (Birmingham) £57,000 (London)

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